

# **EXHIBIT 16**



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# Certification of Translation

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COUNTY OF SUFFOLK  
COMMONWEALTH OF MASSACHUSETTS

October 5, 2023

This is to certify that the attached translation is, to the best of my knowledge and belief, a true and accurate translation from Arabic into English of the attached document:

**KSA0000001106**

Linguistic Systems, Inc. adheres to an ISO-certified quality management system that ensures best practices are always followed in the selection of linguists skilled in both the languages and subject matters necessary for every translation.



Benardette McEvoy  
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\* 020398

4/1290

Kingdom of Saudi Arabia  
Ministry of Defense and Aviation  
Civil Aviation Presidency

Number: 7/4/73  
Date: 4/1/1402H [Nov. 1, 1981]  
Attachment:

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The Director of the Employee Affairs and Salaries Directorate

Per the powers granted to him and in reference to Minutes No. 35 of the Promotions Committee at the Bureau, dated 27/12/1401H [Oct. 25, 1981], which we received with Note No. 34947 dated 29/12/1401H [Oct. 27, 1981] from the Director General of Civil Service with regards to the promotion of a number of employees at this Presidency; accordingly,

We have decided

1. To promote 12 employees: eight of them to the sixth rank, three to the fifth rank, and one to the fourth rank, as explained in the attached letter.
2. The promotion becomes effective as of the start date unless it precedes this decision. Their authority must report the start.
3. This decision shall be communicated to the necessary parties for implementation.

[signature]

Director, Employee Affairs and Salaries Directorate  
[signature]  
Mohamed Saeed Salameh

C. with salutations to Bureau of Civil Service / Riyadh

C. to Director of Jeddah Airport / Riyadh Airport / Warehouses / Finance Directorate / Statistics [illegible handwriting]

C. Airport Affairs with the note that the employee Mohammed Said [illegible handwriting] is not to be allowed to begin [illegible handwriting] until after 8/1/1402H [Nov. 5, 1981]

C. to Aviation Services / Planning / Organization / Salaries / Pay / Record / Hiring

C. to Jeddah Airport with the note that the employee Mohammed Said [illegible handwriting] is not to be allowed to begin in the position to which he is being promoted until after 8/1/1402H [Nov. 5, 1981]

C. to Record and Archive with the note that the employees Ali Shaheen and Abdul Ghani al-Hindi are not to be allowed to begin in the positions to which they are being promoted until after 8/1/1402H [Nov. 5, 1981]

KSA0000001106

الرقم ٧٢ / ١٢١٧  
التاريخ ١١ / ١٢ / ١٤٤٠  
المكان

المملكة العربية السعودية  
وزارة الدفاع والطيران  
رئاسة الطيران المدني

**ان عدم ادارة شئون الموظفين والرواتب**

## نقشہ رما ہلی

- مدير إدارة شؤون الموظفين والرواتب**

محمد بن عبد الله بن محمد

ص/ مع التجهية لديوان الخدمة المدنية / الرياض  
 ص/ للمكرم مدير مطار جدة / مطار الرياض / المستودعات / الادارة العامة / الاحماء /  
 ص/ شئون المعاملات / معونة عدم تكليف في وظائف غير رسمية / معونة عدم تكليف في وظائف رسمية /  
 ص/ للخدمات الجوية / التخطيط / التنظيم / الرواتب / التأدية / السجل / التوظيف  
 ص/ للملازم / معونة عدم تكليف في وظائف غير رسمية / وظائف المرفوع على ايدى  
 ص/ للسجل / معونة عدم تكليف في وظائف غير رسمية / معونة عدم تكليف في وظائف رسمية / وظائف المرفوع على ايدى



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COMMONWEALTH OF MASSACHUSETTS

October 5, 2023

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## Statement of employees promoted pursuant to Promotions Committee Minutes No. 35 of 27/12/1401 [Oct. 25, 1981]

Employee name	Current position	Position following promotion	Salary
Mahmoud Hamza Aamer	Inquiry commissioner	Fifth 73 Jeddah Airport Head of Inquiry Dept	Sixth 141 Riyadh Airport 5195 Seventh grade
Mohammed Abdullah Hamid	Covenant clerk	“ ” 205 Warehouses Warehouse Chief	“ ” 63 Warehouses 4505 Fourth grade
Omar Ahmed Mustafa al-Bayoumi	Budget clerk	“ ” 34 Planning & Budget Auditor	“ ” 194 Finance Directorate 4735 Fifth grade
Hassan Ibrahim Abdullah [illegible]	Statistics clerk	“ ” 352 Statistics Statistical Researcher	“ ” 196 Statistics 5195 Seventh grade
Farraj A'ed Al-Ahmadi	Warehouse clerk	“ ” 206 Warehouses Secretary	“ ” 47 Employees 4965 Sixth grade
Mohammed Saeed Hamid [illegible]	Relationship commissioner	“ ” 211 Jeddah Airport Airport Services Office Manager	“ ” 116 Airport Affairs 4965 Sixth grade
Ali Hamza Shahin	Salary clerk	“ ” 320 Registry Employee Affairs [illegible]	“ ” 107 Employees 5195 Seventh grade
Mohammad Abd Al Kareem al-Rumaih	Air traffic controller	“ ” 104 Jeddah Airport Air traffic controller	“ ” 5 Jeddah Airport 4735 Fifth grade
Ghazi Mohammed Sidqi [illegible]	“ ”	Fourth 88 Dhahran “ ”	Fifth 106 Dhahran 3590 Third grade
Osama Abdullah [illegible]	“ ”	“ ” 224 Jeddah Airport “ ”	“ ” 48 Jeddah Airport 3790 Fourth grade

The statement has a supplement

## Continued Statement of employees promoted pursuant to Promotions Committee Minutes No. 35 of 27/12/1401 [Oct. 25, 1981]

Abdullah Binyah Hamid Al-Hubaishi	Air traffic controller	Fourth	313	Jeddah Airport	Air traffic controller	Fifth	419	Jeddah Airport	3790	Fourth grade
Abdul Ghani Abdul Salam Al-Hindi	Clerk	Third	44	Employees	Clerk	Fourth	342	Employees	3165	Fourth grade

Twelve employees only

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

